

# THE HISTORY OF CHILD AND YOUTH CARE PRACTITIONER CERTIFICATION

*Maryland Association of Resources for Families and Youth*

Presented to:  
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# WORKFORCE CRISIS

- ▶ As early as 2001, MARFY began to identify the challenges of residential child care programs faced in recruiting and retaining quality direct care staff:
  - Increased acuity of children served
  - Inadequate training to meet the needs of children served
  - Low wages
  - Lack of career ladder
  - Lack of prestige
  - Lack of workforce standards

# Workforce Development Task Force

- ▶ In response to the identified workforce crisis, MARFY created a taskforce to establish workforce standards and strategies for professionalizing child and youth care practice.
- ▶ The Taskforce consisted of 3 subcommittees:
  - Workforce Standards and Qualifications
  - Recruitment and Retention
  - Compensation

# 2003 HB1013 Residential Child Care Programs - Direct Care Staff - Qualifications

- ▶ This bill would have required direct care staff to have an AA Degree based on an MHEC approved curriculum or a Bachelor's Degree in a Human Services field effective in 2008.
- ▶ In FY04 the Workforce Development Assistance Program available to employees in DD, CW, MH or JJ programs had a budget of \$900K.
- ▶ MARFY did not seek this bill, but supported it because we believed that without a mandate for certification:
  - MHEC would not create a curriculum
  - Providers would not require certification of employees due to inadequate resources
  - Individuals would have no incentive to seek certification
  - Funding to support education and training would continue to be inadequate.
- ▶ The bill failed because the fiscal note indicated a cost to the state of \$4.3 million in FY05 and increasing to \$17.9 in FY08.

# MARFY Training Academy

- ▶ In 2004, MARFY began to formulate a plan to create its own certification program.
- ▶ Began working with the Continuing Education and Economic Development Center (formerly the Dacum Resource Center) at the Community College of Baltimore County, (CCBC). The Center develops “industry specific” workforce standards, related curricula and instructional strategies and strategies and measure for assessing competencies among workers in various fields
- ▶ Began writing grant proposals to fund:
  - Research on best practices in child welfare practices and training;
  - Curriculum development;
  - Technology enhancements for MARFY office;
  - Support costs.

# 2005 HB223 Residential Child Care Programs - Qualifications of Staff and 24-Hour Supervision of Children

- ▶ This bill would have required direct care staff to have an AA Degree based on an MHEC approved curriculum or a Bachelor's Degree and have completed a training program approved by the agency that licensed the residential child care program effective in 2010.
- ▶ The fiscal note indicated:
  - DHR spending \$140 million per year for group care; 34% for direct care; average salary \$20K; 10% raise would cost \$4.7 million
  - DJS said 595 direct care staff lack degrees, average salary \$27, 700, 6.7% increase would cost \$1.1 million
- ▶ The bill failed because the fiscal note indicated a cost to the state of \$1.5 million in FY07 and increasing to \$6.1 in FY10.

# 2007 SB177

- ▶ This bill required the Children's Cabinet to make recommendations for a process and standards for certification of direct care staff of residential child care programs.
  - The bill did not require certification.
  - The policy note assumed that providers would develop their own training programs to be approved by the state.
  - The policy note assumed that any costs of developing and delivering the training would be passed on to state agencies through rates.
- ▶ This bill also required the Children's Cabinet to create the outcomes evaluations system.

# CYCP

- ▶ In early 2007, MARFY was awarded a Maryland Mental Health Transformation Initiative grant for \$85,000.
- ▶ This grant required:
  - The completion of curriculum development at CCBC;
  - Development of satellite classrooms in remote, low population density areas of the state;
  - Hiring faculty for satellite sites;
  - Marketing efforts;
  - Enrollment of 120 students over a two year period;
  - A minimum of 24 students certified;
- ▶ The first students were enrolled in the fall of 2007.

# 2008 GOC Report

- ▶ The report referenced that work that had been done by MARFY to date.
- ▶ Using data from a recently completed MARFY salary survey, the report indicated that of the direct care workforce at the time:
  - Nearly 2/3 had only a high school diploma and less than 2 years experience
  - The average salary for high school graduates was \$23,199
  - Direct care turnover averaged 92.5%
- ▶ The report recommended the current certification requirements.
- ▶ The report included the core competencies from the CYCP program at CCBC.
- ▶ The report indicated that the impact of increased salaries would be approximately \$10 million.
- ▶ The report also speculated that the increased training and salary costs could be offset by savings as the number of youth in group care declined.

# 2008 SB783

- ▶ This bill created the requirements for CYCP certification as they currently exist.
- ▶ The fiscal impact was determined to be “unquantifiable” at the time but did acknowledge the cost to providers could be significant and would result in increased expenditures by the state agencies.
- ▶ In FY09, residential child care providers began to take cuts in their rates.